

MPP Review Subcommittee
March 29, 2016

PRESENT: Commissioners Diane Jones (Chair), David Bulkowski, and Harold Voorhees (via phone).

ABSENT: None

OTHERS PRESENT: County Administrator/Controller Daryl Delabbio, Human Resources Director Amy Rollston, and Executive Assistant to the Board Pam VanKeuren.

Chair Jones called the meeting to order at 8:35 am

PUBLIC COMMENT: None

Human Resources Director provided an overview of the Management Pay Plan program. She identified the “total rewards hierarchy” and philosophy behind it: a) paying at market, b) being viewed as fair, c) pay for performance, and d) working within internal and external constraints. She discussed the scope of the 2014 MPP Compensation Study, defined paying a market that is consistent with the market rate paid by County competitors for labor, and noting that wage compression exists when a supervisor’s wages are not at least eight percent greater than the highest paid direct subordinate due to wage penetration, subordinate being in a pay grade higher than market, or a manager in a pay grade lower than market.

Several solutions to wage compression include: implementing a wage structure that allows MPP wages to reach the midpoint of the pay range (range penetration), implement dual-tier wage scales to align subordinate pay with the market (starting with new hires), and re-assessing the market every three years.

It was noted that a short-term funding plan was developed to remedy range penetration issues, providing an additional \$200,000 in 2015 and 2016, and recommending the same for 2017 for employees to move through the range scale to midpoint.

Since implementation of the plan, those employees below the target improved from 91 in 2014 to 39 in 2016. An additional \$140,000 annually would be needed to bring all 39 employees low in the range penetration for 2016.

A potential long-term solution includes implementing a 5-year step progression pay system (similar to union positions). The additional annual cost would be \$210,000 (above the cost to provide a market increase for all MPP employees).

OTHER BUSINESS:

There was no other business.

ADJOURNMENT:

Chair Jones adjourned the meeting at 9:42 am.